

***SCHOOL DIVISION GRANTS FOR
LEADERSHIP DEVELOPMENT PREPARATION PROGRAMS

AWARDS FOR FISCAL YEAR 2006-2007***

Background

The 2006 Virginia General Assembly appropriation for Financial Assistance for General Education included \$500,000 for the first year of the biennium and \$500,000 for the second year for competitive grants of \$100,000 each to school divisions. Consideration will be given to divisions that have a partnership agreement with a Virginia institution of higher education or another entity with a defined leadership development preparation program that addresses the leadership standards established by the Board of Education.

These funds are available to all school divisions including those that received funds from the 2004 General Assembly appropriation. Standards and guidelines for school divisions to use to apply for these grants included the *Regulations Governing the Licensure of School Personnel*, July 1, 1998, (8VAC 20-21-580) and the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers, Administrators, and Superintendents*, January 6, 2000. Five competitive grants totaling up to \$100,000 each will be awarded for fiscal year 2006-2007.

In an effort to assist school divisions with additional information about the school leadership initiative funded by the General Assembly, the following dates were established for interested school division personnel:

1. August 1, 2006: submission of a competitive grant proposal intent form by August 1, 2006, to develop and implement a school leadership development preparation program;
2. August 9, 2006: technical assistance meeting for interested school personnel and partnering institution of high education representatives on August 9, 2006, to provide technical assistance and to discuss specific issues;
3. August 24, 2006: development and submission of proposals to the Department of Education on or before August 25, 2006, to the Virginia Department of Education; and
4. September 22, 2006: Notification of grant recipients by September 22, 2006. Funds available from grants awarded will be effective retroactive from July 1, 2006, through June 30, 2007.

Representatives from school divisions and their partnerships participated in the August 9, 2006, technical assistance meeting conducted by Department of Education personnel. A

total of nine school leadership preparation program proposals were submitted to the Department for funding consideration by the August 25, 2006, deadline.

A panel consisting of three individuals with demonstrated expertise in the field of education leadership was established to individually review and rank proposals submitted. On September 22, 2006, the full panel convened at the Department to discuss and rank each proposal according to priority recommendations for funding. The panel recommended the following five school divisions be funded for the 2006-2007 fiscal year: Giles County, Hopewell City, Newport News City, Virginia Beach City, and Richmond City. Profiles of recommended proposals are attached.

It is anticipated that the Department will seek proposals for the second year of these grants in December 2006, with final grant proposals due by April 1, 2007.

***Profiles of Proposals Recommended for Funding
Fiscal Year 2006-2007***

Proposal Title: Leadership Enhancement Program (LEP)

Submitting School Division: Giles County Public Schools

Partnership(s): The school divisions of Buena Vista City, Carroll County, Clarke County, Culpeper County, Montgomery County, Orange County, Page County, Radford City, Shenandoah County, Warren County, and Winchester City; Radford University, Western Virginia Public Education Consortium, and the Professional Development Center of Radford University

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Program Description:

The Leadership Enhancement Program (LEP) is a plan for educational leadership training developed on a pre/post assessment model, which utilizes assessments developed by experts in the area of educational leadership as well as instructional modules delivered through synchronous and asynchronous methodologies. This creative pilot program is a mastery learning concept developed around the individual professional development needs of highly qualified candidates currently holding Postgraduate Professional Licenses selected from participating school divisions serving students and communities in several regions of Virginia. Candidates completing the program must pass the School Leaders Licensure Assessment (SLLA). Following a summative evaluation of candidate performance in this program, strong support for development of best practice models of alternative licensure opportunities for future Virginia public school administrators should occur.

***Profiles of Proposals Recommended for Funding
Fiscal Year 2006-2007***

Proposal Title: Leadership Development Program

Submitting School Division: Hopewell City Public Schools

Partnership(s): The school divisions of Prince George County, Sussex County, and Charles City County; Virginia Commonwealth University, and the Hopewell-Prince George Chamber of Commerce

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Program Description:

Based on current estimates, Hopewell City Schools, Prince George County Schools, Sussex County Schools, and Charles City County Schools will have to replace 40 percent of their administrators in the next eight years. While the four divisions have principals with licensure in administration and supervision, none of the school divisions have a formal program that prepares its future leaders. With today's focus on student achievement and accountability, it is imperative that school divisions prepare leaders from within to ensure that there is continuity and further effectiveness when transition occurs. Hopewell City Schools, Prince George County Schools, Sussex County Schools, and Charles City County Schools will join in a partnership with Virginia Commonwealth University and the Hopewell-Prince George Chamber of Commerce to establish a leadership development preparation program that addresses the leadership standards defined by the Virginia Board of Education, promotes the skills set forth by the *Interstate School Leaders Licensure Consortium* (ISLLC), and meets the needs of the four divisions.

The proposed program will have nine components defined by the members of the partnership. It will have two tiers in the Leadership Academy. The Tier I Academy members will consist of select candidates needing coursework as required by the university and who must pass the SLLA. The Tier II Academy members will consist of candidates who already hold licenses with endorsement in administration and supervision who are seeking positions or who are currently new administrators in partnering school divisions.

***Profiles of Proposals Recommended for Funding
Fiscal Year 2006-2007***

Proposal Title: NNPS Leadership Academy and Master's Program

Submitting School Division: Newport News City Public Schools

Partnership(s): Old Dominion University and the Urban Learning and Leadership Center

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Program Description:

To achieve the Newport News Public Schools' mission and goals, it is essential to expand the existing leadership capacity within the school division. As a result, the school division will develop a comprehensive leadership development model. The intent of this comprehensive model is to develop highly qualified individuals to serve in the school division's positions of leadership and to enhance the leadership capabilities of existing school leaders.

The initial component of this leadership development preparation grant proposal is a year-long *Leadership Academy for Aspiring School Leaders*. It is the intention of Newport News Public Schools to utilize the grant to offer this leadership development experience to 24 individuals who will participate in a 2006-2007 Leadership Academy cohort. The second component of the NNPS leadership development initiative is a six-semester *NNPS/ODU Educational Leadership Masters Program*. This Master's Program will be offered to up to 24 individuals interested in becoming NNPS school administrators. Both groups must pass the School Leaders Licensure Assessment (SLLA) as part of their program.

***Profiles of Proposals Recommended for Funding
Fiscal Year 2006-2007***

Proposal Title: The Principal Preparation Academy

Submitting School Division: Richmond City Public Schools

Partnership(s): Virginia Commonwealth University and the University of Richmond

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Program Description:

According to a 2002 national survey, 66 per cent of principals said they would retire in the next six to ten years. The U.S. Bureau of Labor Statistics has calculated that there will be a 3 per cent rise in job openings for education administrators between 2000 and 2010. Since 2004, Richmond City Public Schools (RPS) has experienced a high degree (43%) of retiring seasoned administrators. This year (2006) RPS has replaced 12 principals. The concern is that the internal pool of candidates has been depleted. There seems to be fewer aspiring to become principals. The average age of current principals is approximately 48 years (considered senior level).

RPS is also grappling with a \$17 million budget reduction, which has slashed the professional development office from two full-time administrators to one (80%) administrator. Therefore, planning for the future is most critical. The development of competent leadership must be purposeful and by design. The RPS Balanced Scorecard and Professional Management Process has included a Charter Project that addresses retention and development of staff specifically mentioning the establishment of *The Principal Preparation Academy*. The training will parallel the Interstate School Leaders Licensure Standards (ISLLC) in content and focus.

The proposed program is a one-year leadership development preparation program aligned with national and state standards, designed to develop 25 current assistant principals seeking to advance to the position of Principal. The purpose of the academy is to identify, develop, and provide continuing support for current assistant principals who exemplify the characteristics and demonstrate the capacity necessary to become strong, successful leaders in RPS learning communities.

***Profiles of Proposals Recommended for Funding
Fiscal Year 2006-2007***

Proposal Title: Leaders Mentoring Leaders: Pre-Administrator/
Administrator Mentoring

Submitting School Division: Virginia Beach City Public Schools

Partnership(s): The Adele Lynn Leadership Group of Belle
Vernon, Pennsylvania and the University of
Virginia School of Continuing and Professional
Studies Statewide K-12 Advisory Council

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Program Description:

The Virginia Beach City Public Schools (VBCPS) proposes to continue and expand the mentoring component of *The Futures Project*, a defined leadership program that addresses the leadership standards established for such preparation as defined by the Board of Education. Virginia Beach proposes to use four strategies to continue and expand the *Leaders Mentoring Leaders (LML)* program that the school division developed in 2004 with funds provided by the initial leadership grant offering. The first strategy continues and expands the *LML* component of the VBCPS internship program, known as the Aspiring Administrators Summer Internship, in support of the school division's focus on the pre-administrative development stage for current teacher leaders. The second strategy addresses the new administrator induction state for school leadership development by continuing and expanding the *LML* component for first-year principals who participate in the First-Year Principal Mentor Program. The third strategy also addresses the new administrator induction stage of school leadership by extending the *LML* for the first time to new assistant principals promoted within the school division. The fourth strategy expands *LML* beyond the Virginia Beach City Public Schools to leaders of other Virginia school divisions. The Office of Organizational Development will offer outreach services to participants of the University of Virginia School of Continuing and Professional Studies Statewide K-12 Advisory County in support of the Statewide Communities for Practice of Excellence (SCOPE) leadership development program and for interested divisions in the Region II Staff Development Council.